

Executive Committee Meeting Minutes
Friday, April 8, 2016
8:00A.M. – 2:00P.M.
Zoom Meeting

1. Call to Order

With a quorum being present, the meeting was called to order.

2. Attendance

- a. Extended Exec time certain 8:30-10:00 - The following ASCSU ExCom members were in attendance: Steven Filling (Chair), Christine Miller (Vice Chair), Robert Keith Collins (Secretary), Praveen Soni (At-Large), Darlene Yee-Melichar (At-Large)
- b. The following ASCSU Standing Committee Chairs were in attendance: Manzar Foroohar (Chair, FA), Denise Fleming (APEP), Tom Krabacher (FGA), Catherine Nelson (Academic Affairs).
- c. Absent/Excused: Steven Stepanek (Faculty Trustee).

3. Leo Van Cleve time certain 10:30a.m.

Director Van Cleve discussed CO responses to ASCSU Resolutions. He reported that the second phase of the graduation initiatives continue to be a topic of conversation and targets will continue to be revised overtime. The ASCSU will be included these conversation. Director Van Cleve also reported that five themes seem to be emerging out of Sacramento, including technology, open education resources, online education, four-year graduation rates and performance based funding, and the importance and need for teacher preparation and more teachers. Continue interested is also shown in bottlenecked courses and a more workable definition is being sought. Faculty diversity is also of concern and campus sharing of best practices to improve diversity and address “Super Seniors” is also being examined. Progress in scheduling meetings with Chancellor White and ECV Blanchard was also discussed. The goal of this discussion was to examine the viability of returning to past best practices that enabled effective communication. Lastly, Director Van Cleve discussed with ExCom potential speakers for the Academic Conference and associated costs. A March date for the conference is being considered. The following concerns and questions were raised:

- a. Who is it that is working on these goals coming out of Sacramento? Will campuses be involved or a consulting firm?
- b. It seems that the goal is to have a roll out in fall. How can faculty be involved if discussions occur in the summer?

- c. How do we recapture the education conversation? Much of the work seems to be driven by Sacramento. How do we lead the conversation?
- d. How might the achievement gap be increased if we focused on the four-year graduation rate?
- e. What is the origin of the drive to increase faculty diversity? It is important to look at the data behind the issue. A pilot may be beneficial.
- f. Faculty diversity is an important conversation. How might this be a diversion from the discussion of tenure density?
- g. Do we have the money to attract individuals of high caliber for the Academic Conference?

4. Liaison time 12:00p.m. - 12:30p.m.

See Liaison Reports below.

5. Approval of Agenda

The agenda was approved.

6. Approval of Minutes

2 March F2F meeting. The Minutes were approved.

7. Announcements

a. *Meeting with Chancellor*

Chair Filling announced that he will meet with Chancellor White on April 26, 2016. ExCom will meet with Chancellor White on May 16, 2016 at 2:00p.m. The new 2016-17 ExCom have meetings scheduled for the following dates: October 17, 2016, December 5, 2016, February 15, 2017, and April 17, 2017. Chair Filling also announced that a tentative agreement between the CSU and California Faculty Association (CFA) had been reached on Tuesday evening. With respect to compensation, a 5% General Salary Increase (GSI) would occur on June 30, 2016. This increase would be followed by a 2% increase for Unit III on July 1, 2016, and a 3.5% GSI on June 30, 2018. As of July 1, 2017, eligible faculty would also receive a 2.65% SSI. This SSI would not be retroactive. The “me too” clauses of other unions were also discussed. The approval of the tentative agreement will needed from both the CFA membership and the Board of Trustees (BoT). This agreement would also extend the current contract for a year. Retiring faculty vested for 10 years would receive between a 2% and 5% increase. A minimum raise would occur on tenure and promotion from 7.5% to 9% and the campus equity program would be extended. Chair Filling further announced that bargaining would begin on July 1, 2017. Mandatory bargaining would start in 2018. The timeline on bargaining would shift slightly and range elevations would be disconnected from Service Salary Increases (SSI). Lastly, Chair Filling announced that senators participating in Capital Day lobbying would meet in

Cafeteria Fifteen L in Sacramento on Monday night to discuss strategies for effective lobbying. The following concerns and questions were raised:

- i. Will an orientation occur before lobbying?
 - ii. Vice Chair Miller would need to be absent during plenary.
 - iii. Where did the 2% raise go for this year?
 - iv. The BoT will meet in May and the CFA will vote on the tentative agreement by May 13, 2016.
 - v. It is important to not come across as grateful.
 - vi. Now that bargaining seems to have concluded, do you have a sense that we might get along better with the CO on the Intellectual Property Policy, Academic Freedom Policy, etc.?
 - vii. Tenure density was discussed with VC Lamb and EVC Blanchard and the convening of a task force was mentioned. EVC Blanchard suggested that we to look at the successes that we have had. It is important to remind the CO leadership of the importance of working with faculty.
 - viii. On the subject of Academic Freedom, we are waiting for the CFA to formalize their position. It is important to remind the CO that we have one more plenary and we would really like discussion to occur.
- b. *Senator Yee-Melichar announced that Chancellor White was unable to make the scheduled meeting at SF State University.*

8. Reports

Chair

Chair Filling reported that the Quantitative Task Force has met twice. There is continued state and national interest in the discussion. A briefing would be provided in early May. Chancellor White has been contacted regarding quantitative reasoning. The Academic Counsel met; however, the ASCSU senate chair was excluded. A presentation was made by the CO on faculty and student research. The resurgence in interests in bottlenecks, forced graduation, and Phase II of the graduation initiatives were discussed, along with the need for a best practices summit and possible revision to targets. It is important to not have imposed targets. Faculty diversity, Prop 209, constraint in hiring targeted populations, and the importance and impacts of unconscious bias were also discussed. Chair Filling also reported that the Academic Technology Steering Committee met. The reframing of student systems and the possibility of moving away from CMS to free standing were also discussed. The Cal State Online Request for Proposals (RFP) has been sent out. The importance of coaching, technical support, etc. was also discussed. The importance of finding ways for faculty to share networking strategies was discussed with the Department of Finance. The importance of the roles that Discipline Councils can play in achieving the BoT four-year graduation rates were also discussed. UC mechanisms should also be considered. There is a draft statement on Intellectual Property being prepared and will be shared at a future date. Given the current bargaining efforts, the strike may not occur. It is important to remain vigilant of the increased corporatization

and privatization of the university, as well as, the increased managerial control, restriction of curriculum, and underfunding of academics.

Vice Chair

Vice Chair Miller would offer a report at a future plenary.

Academic Affairs (AA)

AA Chair Nelson reported that the committee would be focusing on Assistant Vice Chancellor (AVC) Mallon's report on the Masters Degree. The implications of the report hold that it important to offer a greater number of courses for graduate students only and move away from paired courses. This may be of concern for small programs. Director Ken O'Donnell would meet with AA to discuss the Sustainability Minor, improving transition between CCC and CSU transfer, and the need to the focus on HIPs and the evaluation of workforce experience that counts towards a degree. Such practices would move us towards competency-based education. The committee would carefully consider the implications such moves would hold. The need for a White Paper on graduation rates may also be considered and discussed. Online courses and residency will also be discussed. At Sonoma State and other campuses there seems to be a push to get internship policy up to date as related to EO 1064. The following concerns and questions were raised:

- a. It is important to remember that discussions of site visits occurring virtually have taken place.
- b. It is important to pay attention to workload issues.
- c. It is important to pay attention to student safety when site visits occur.

Academic Preparation and Education Programs (APEP)

Chair Fleming reported that APEP would meet with Director Ken O'Donnell and representatives from the Quantitative Reasoning Task Force. AVC Eric Forbes will discuss system-wide data. Early Start representatives would meet with the committee in May. Macy Parker from Bechtel would meet with APEP and offer new updates. The possible need for resolutions would also be discussed. Chair Fleming has been asked by the governor's office to attend a meeting on April 22, 2016. The following concerns and questions were raised:

- a. It is important to examine the Early Start data.
- b. It is important for invitations to go through the ASCSU chair.

Faculty Affairs (FA)

Chair Foroohar reported that FA would be working on a Second Reading resolution on increasing funding for RSCA to prepare for the May plenary. Two issues that will continue to be discussed are Academic Freedom and the continuing need for a meeting of the Background Check Policy working group. The group has not met since December. Information is being collected and guidelines for implementation are being discussed. It is important to monitor whether or not faculty have been pushed out or not hired as a result of the Background Check policy. The following concerns and questions were raised:

- a. Senator Deborah Roberts would be able to give a report to FA.
The need for suspension of the Background Check Policy has been raised and suspension will not occur.
- b. It is important that ExCom discuss how to move forward on the Background Check Policy concerns.
- c. It is important to discuss FA concerns during the plenary meeting with Chancellor White.

Fiscal and Government Affairs (FGA)

Chair Krabacher reported that Capital Day is next Monday. FGA would be finalizing logistics during their meeting. VC Lori Lamb would meet with FGA to discuss the Tenure Density Task Force at 11:15a.m. FGA will also discuss the need for ongoing bill monitoring. Senators Wheeler and Krabacher would continue monitoring bills that are related to higher education. FGA has identified and selected 60 individuals to meet with in Sacramento. Chair Krabacher also reported that senators would meet at 9 am for a brief orientation and meetings would occur between 9:00a.m. and 3:30p.m. Talking points would include the current CSU budget and the need for additional support for the CSU. Emphasis on tenure-track recruitment would be a new talking point. Lastly, Chair Krabacher reported that the California State Student Association (CSSA) students would also be participating with 15-16 people from the ASCSU. Student participants would be provided lunch. This collaboration would ensure effective representation of both voices and meeting of all appointments made. Ms. Tracy would also be in Sacramento to help. The following concerns and questions were raised:

- a. Will we need to complete an evaluation form?
- b. Targeted funds may be under discussion in the legislature and centering on this discussion will be important.

Liaison reports from committees [time certain 13:00]

Academic Affairs (AA) - AA Liaison, At-Large Senator Soni, reported that AA had concerns about SUGS and the need for more males in the teaching profession. They committee further suggested that an increase in faculty diversity is needed; however, there are few PhDs in the natural sciences. On the subject of increasing tenure density, the committee suggested that working with Karen Davis may be important to come up with models on how to move lecturers to into tenured and tenure track position. It is also important to remember that students are to be educated in the CSU and not for industry. Lastly, At-Large Senator Soni reported that AA suggested that legislators should be asked to talk with students about the viability of 4-year graduation rates and look at 4.5-year graduation rates. AA also suggested that legislators and the CO need to consider how low compensation and high teaching loads prevent the recruitment of good faculty.

Academic Preparation and Education Programs (APEP) - APEP Liaison, Vice Chair Miller reported that Senator Van Selst recommended that we identify which legislators might be interested in math issues and senators visiting them should be prepared to

highlight specific quantitative reasoning points. APEP suggested that it is also important to consider how the staff would be affected by recent bargaining events.

Faculty Affairs (FA) - FA Liaison, Secretary Collins, reported that the committee continued work on a Second Reading resolution on increasing funding for RSCA to prepare for the May plenary. FA also continued to discuss Academic Freedom and the Background Check Policy.

Fiscal and Government Affairs (FGA) - FGA Liaison, At-Large Senator Yee-Melichar, reported that FGA is planning on revising and updating what will be discussed on during legislative lobbying on Tuesday. Tenure track density was discussed. FGA has requested to review proposal drafted by VC Lamb before it moves forward. The committee further suggested that the California teacher shortage needs to be examined in relationship to what exactly is the problem and what implications the shortage holds for student enrollment. The teaching shortage should be understood as a concern for the CSU and the California legislature. FGA is also creating a Resolution for Trustee Monville resolutions. Why teacher shortage is both of CSU and Sacramento concerns.

9. Appointments

- a. *AVC Education Programs Search Committee* - The item was discussed. ASCSU Senator Sandra Chong (CSUN) was appointed to the AVC Education Programs Search Committee.

10. Old Business

- a. *CO responses to March resolutions [if received]*
The item was discussed.
- b. *Sustainable Financial Model draft report update*
Chair Filling discussed the item. A date for meeting is being planned and a new draft is expected.
- c. *Academic Conference update*
The item was discussed earlier with Director Van Cleve. The following concerns and questions were raised:
 - i. It is important to regularly invited Director Van Cleve to talk about the Academic Conference and speaker payment.
 - ii. Is it possible to talk with Director Van Cleve about the budget?
 - iii. It is important to discuss the academic council.
 - iv. It is important to invite EVC Blanchard to regular meetings.
 - v. It might be a good idea to have a list of potential speakers and why they should be invited. In the past, legislators and government workers were not desired speakers.
 - vi. Has Linda Darling-Hammond been considered?

- d. *Academic Freedom, Intellectual Property, and other shared concerns*
Discussion centered on the items in relationship to the current bargaining impasse. CO responses on Intellectual Property were also discussed.
- e. *TT Density update*
Chair Filling discussed the proposal being prepared for the Task Force on Tenure Density. Consultation on the issue have been made AVC Merryfield's data will be used as the central focus for discussion. The student-faculty ratio will also be considered. The need for equity in representation has been discussed and currently three representatives from the ASCSU, CFA, and CO are being considered.
- f. *Campus Issues*
Discussion centered on the address of SLO and CSU San Marcos concerns. It is important to continue consulting with senators from CSU San Marcos on concerns. It is also important to pay attention to the role of search firms in administrative hiring.
- g. *Capital Day update*
Senators Krabacher and Wheeler are planning the schedule. A report will be offered, including talking points on how to respond to the following: "It is your fault, faculty, that we have to pay so much money to the CSU because of your raise. Why are you here with your hand out?"

ExCom heard the following report:

We will be engaged in lobbying during Capital Day. It is important to consider addressing the following: What are some things in your district that are important? What are some best practices in need of conveyance? The following talking points were offered:

- i. Tenure density guarantees student education and quality instruction is needed to guarantee student success.
 - ii. The Fact Finders Report suggested the need for more state funding of the CSU.
 - iii. Workload. The story of our work lives need to be told. Funding the CSU fulfills the states obligation to the citizens of California and creates an educated population.
 - iv. Psychological counseling. It is important to tell the stories of mental health issues in students' lives and the need for more services.
 - v. Discuss the matrix that links enrollment growth with the tenure density target.
 - vi. Underfunding leads to ineffectiveness in counseling, affordable textbooks, etc.
 - vii. Stress the need to invest in the basic needs of our students within the CSU.
- h. *Discipline Councils redux*
Discussion centered on how the Department of Finance has been good at sharing best practices. Discipline Councils shed light on best practices by discipline.

11. New Business

a. *Unit 3 Strike [13-19 April]*

The implications of the strike and its impact on ASCSU activities were discussed.

b. *Pending legislation*

The bill for open presidential searched was discussed. The Higher Education Committee will be meeting during Capital Day.

c. *Meeting schedule with EVC*

Chair Filling has been in conversation with EVC Blanchard on potential dates for meetings.

d. *Graduation Rates Report*

Central in this discussion was the importance of having the new chairs review the report and see if there are areas of relevance to committee work. The first set of recommendations is about preparation. Financial Aid areas may have been important for FGA. The need for mentoring of faculty may be of interest for FA. The following concerns and questions were raised:

i. It is important to consider how tuition is currently structured.

ii. It is important to convey that the report has been read and is being considered for actions.

iii. It is important to let this report frames efforts for the new year.

e. *Masters Program Report*

Discussion centered on the sharing of the preliminary draft.

12. Adjourn

The Executive Committee Adjourned at 1:43p.m.

Respectfully submitted by Robert Keith Collins, ASCSU Secretary